

# Indiana Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators

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September 24, 2015

# Indiana Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators

## Focus on Recruitment

September 24, 2015

# Welcome

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## Great Lakes Comprehensive Center

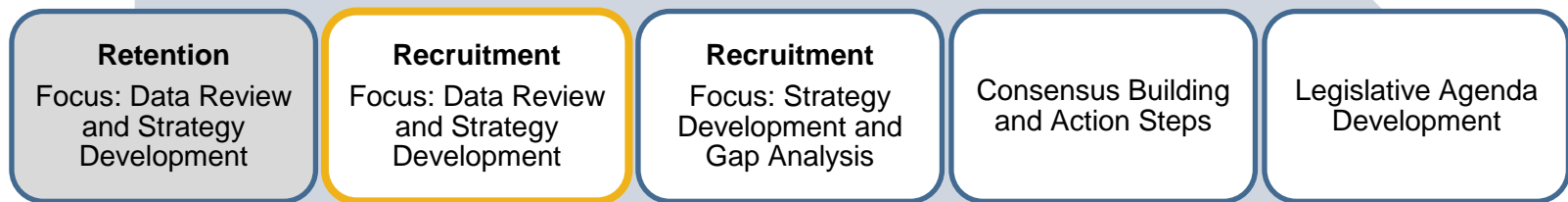
- Provides high-quality technical assistance that focuses on key initiatives, aligns with the work of the content centers, and builds the capacity of state education agencies to implement, support, scale up, and sustain initiatives statewide.
- Current projects address strategic planning, standards and assessments, STEM (science, technology, engineering, and mathematics) education, educator effectiveness (preparation, evaluation, development), outreach, low-performing schools, and educators of special populations.

## Center on Great Teachers and Leaders

- Provides national technical assistance that fosters the capacity of practitioners, researchers, innovators, and experts to build and sustain a seamless system of support for great teachers and leaders for every school in every state in the nation.

# Introductions and Agenda

- Welcome, Introductions, Agenda
- Review of Last Meeting
- Focus Issue: Recruitment
  - Data Review and Trends
  - Root Cause Analysis



# Meeting Outcomes

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You will...

1. Receive key background information and data
2. Participate in a root cause analysis regarding recruitment data

# Discussion Norms

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1. **Promote a spirit of inquiry.** Ask questions of other participants to enhance shared understanding.
2. **Welcome all ideas.** Share your ideas, and listen to the ideas shared by other participants.
3. **Support inclusion.** Invite other participants to speak, and monitor your own contributions to ensure all voices are heard.

# Overview of Process

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## Focus Issue: Recruitment

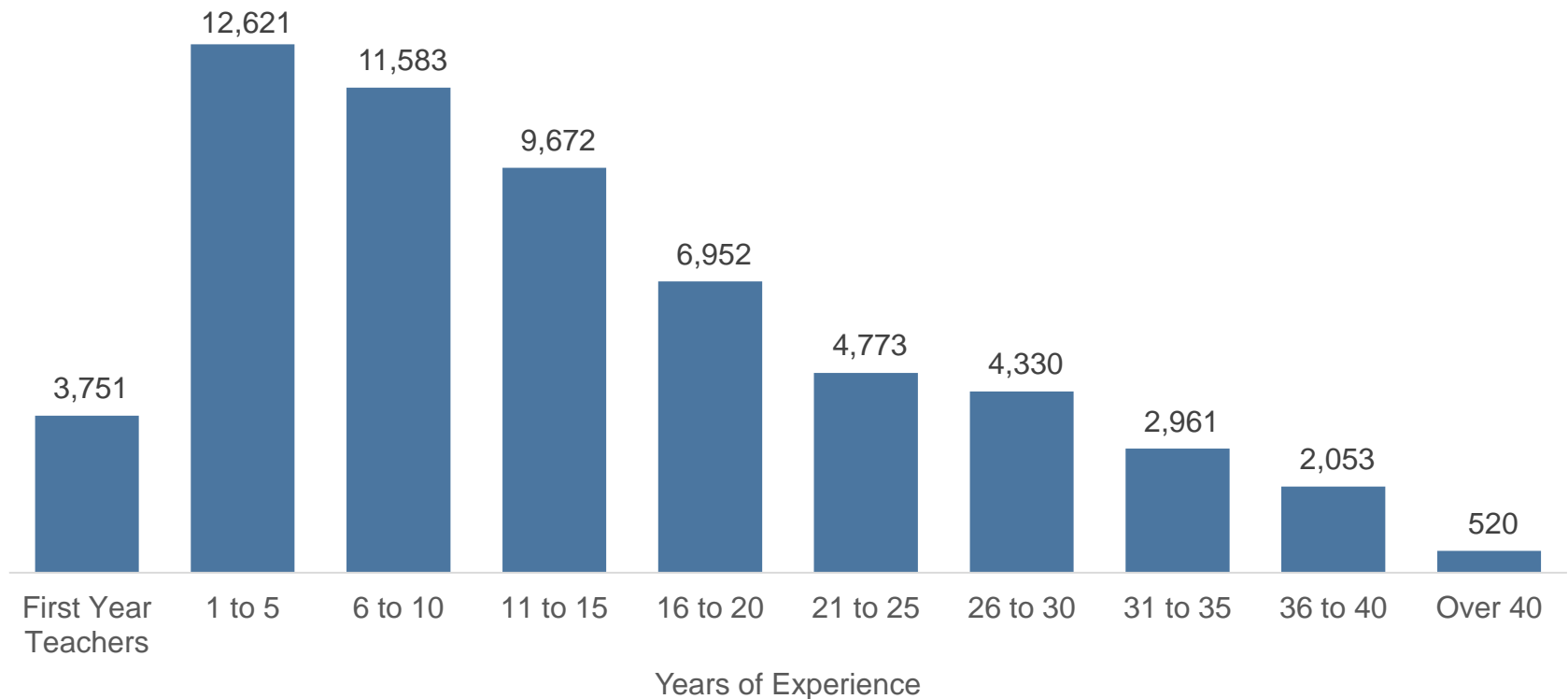
- **Recruitment Data.** *Review recruitment data trends.*
- **Challenge Identification.** *Identify a challenge presented by the data.*
- **Root Cause Analysis.** *Dissect the root causes of the challenge.*
- **Closing and Next Steps**



# Recruitment Data

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# Indiana's Teaching Force (2014)



Source: Indiana Department of Education

# Indiana Median Teacher Compensation (2015)

<b>\$35,000</b>	<b>First Year Teacher</b>
<b>\$35,476</b>	<b>One Year of Experience</b>
<b>\$35,932</b>	<b>Two Years of Experience</b>
<b>\$36,694</b>	<b>Three Years of Experience</b>
<b>\$37,962</b>	<b>Four Years of Experience</b>
<b>\$38,846</b>	<b>Five Years of Experience</b>

Source: Reported by LEAs through “Certified Employee” (CE) data collection

# Indiana Median Teacher Compensation (2015)

<b>\$35,000</b>	<b>First Year Teacher</b>
<b>\$46,268</b>	<b>Ten Years of Experience</b>
<b>\$60,849</b>	<b>Twenty Years of Experience</b>
<b>\$63,619</b>	<b>Thirty Years of Experience</b>
<b>\$63,652</b>	<b>Forty Years of Experience</b>
<b>\$63,080</b>	<b>Fifty Years of Experience</b>

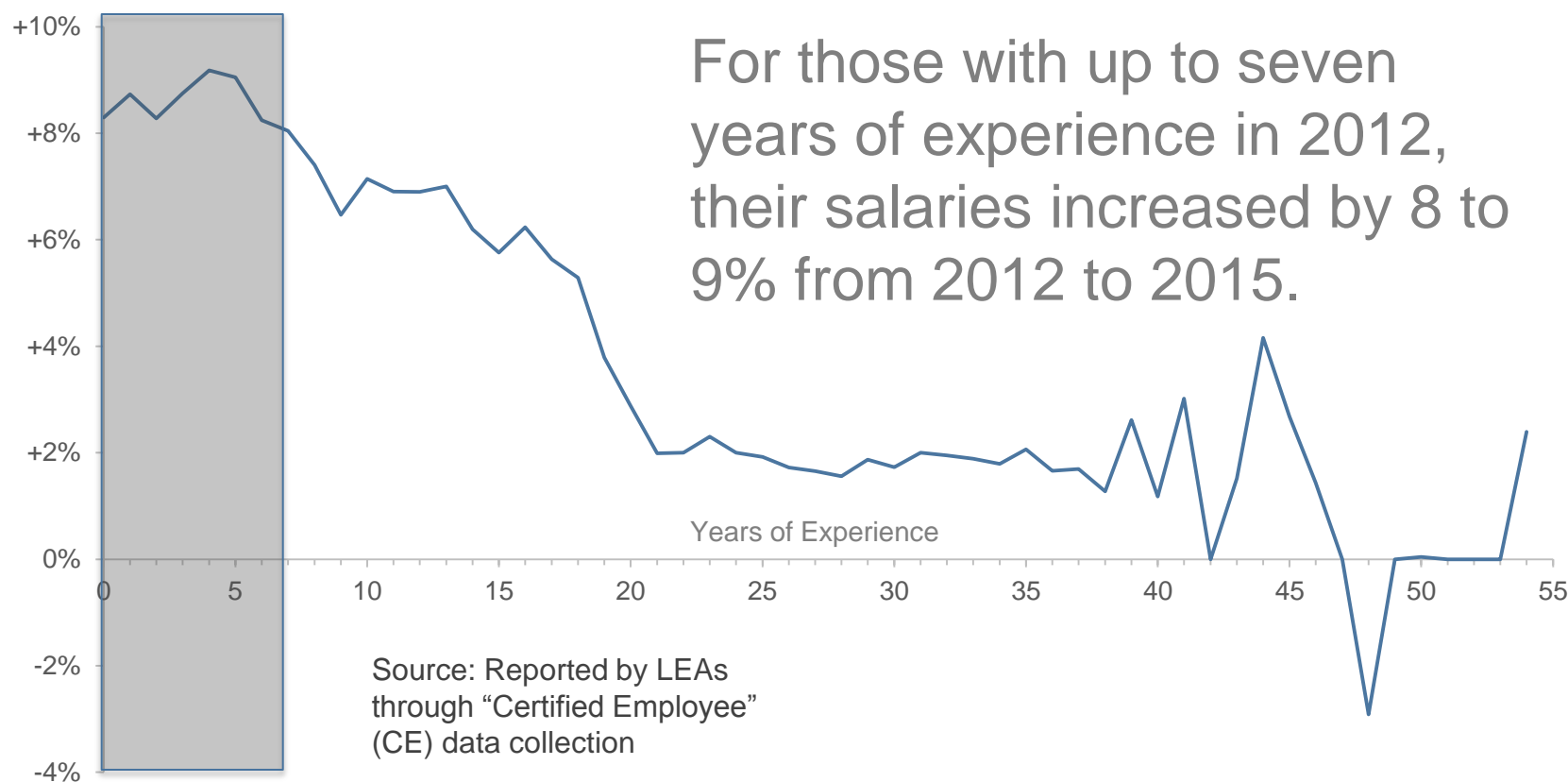
Source: Reported by LEAs through “Certified Employee” (CE) data collection

# Indiana Teacher Compensation (2012—15)

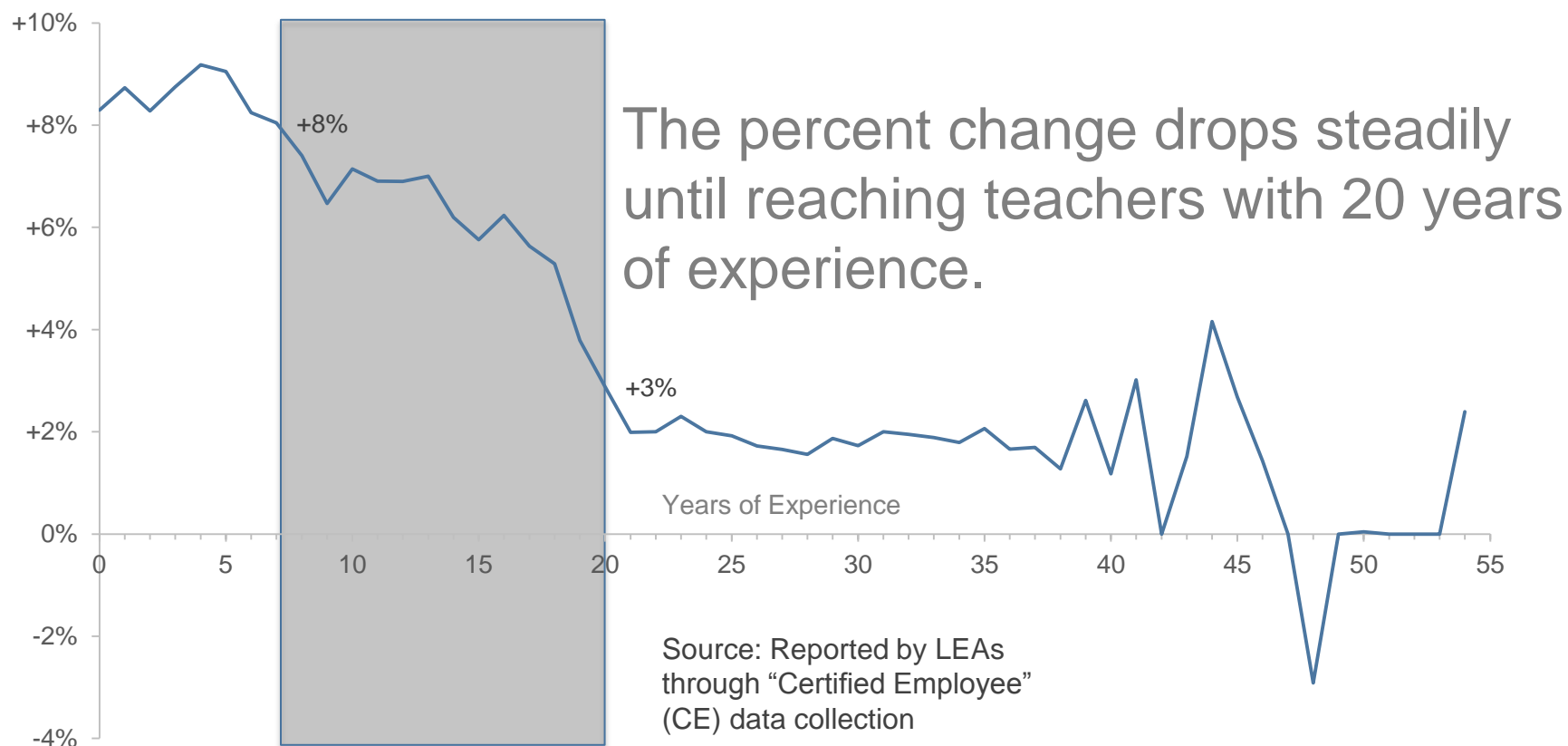
Years of Experience in 2012	Average Salary			
	2012	2013	2014	2015
None	\$ 33,530.87	\$ 34,898.54	\$ 35,886.96	\$ 37,044.62
One to Three	\$ 36,219.46	\$ 37,294.75	\$ 38,398.95	\$ 39,492.05
Four to Six	\$ 39,820.63	\$ 41,076.16	\$ 42,136.56	\$ 43,307.84
Seven to Nine	\$ 44,463.31	\$ 45,686.94	\$ 46,671.07	\$ 47,953.58
Ten to Fifteen	\$ 50,537.31	\$ 51,826.20	\$ 52,918.58	\$ 54,021.09
Sixteen to Twenty	\$ 58,290.55	\$ 59,350.55	\$ 60,253.14	\$ 61,147.35
Twenty to Thirty	\$ 62,314.90	\$ 62,703.62	\$ 63,248.04	\$ 63,873.31
Over Thirty	\$ 62,813.00	\$ 63,219.57	\$ 63,507.22	\$ 63,851.34

Source: Reported by LEAs through “Certified Employee” (CE) data collection

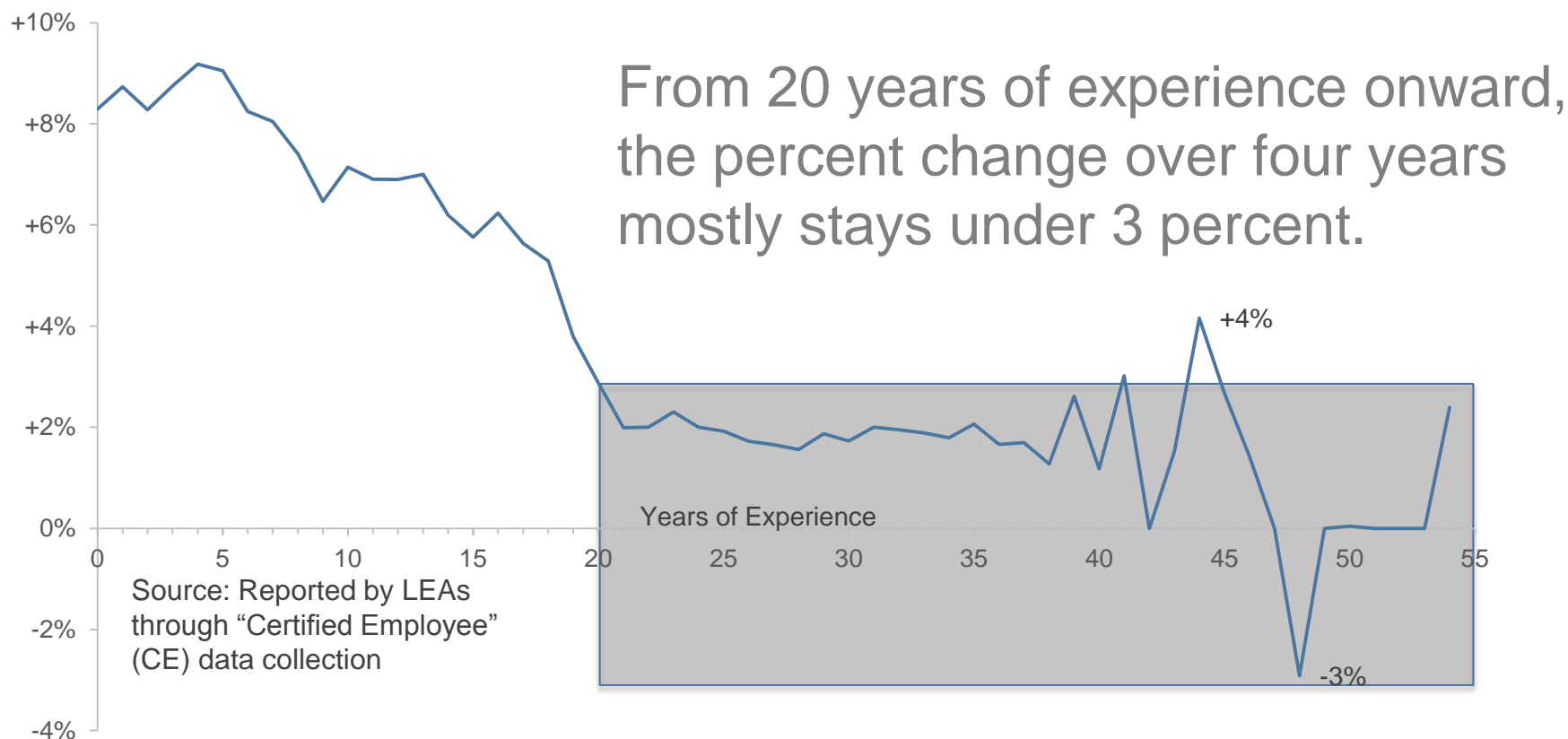
# Percent Change in Salary from 2012 to 2015 by Years of Experience in 2012 (IN)



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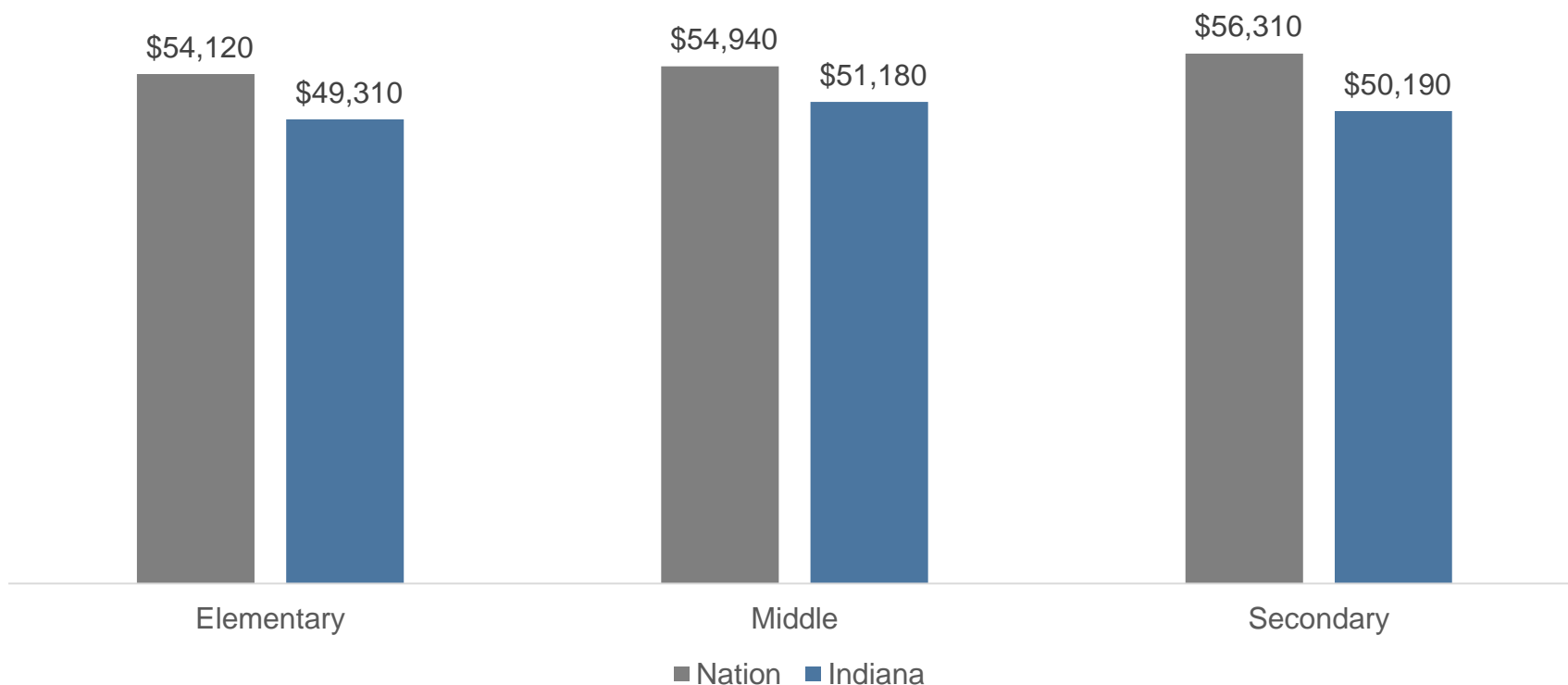


# Percent Change in Salary from 2012 to 2015 by Years of Experience in 2012 (IN)





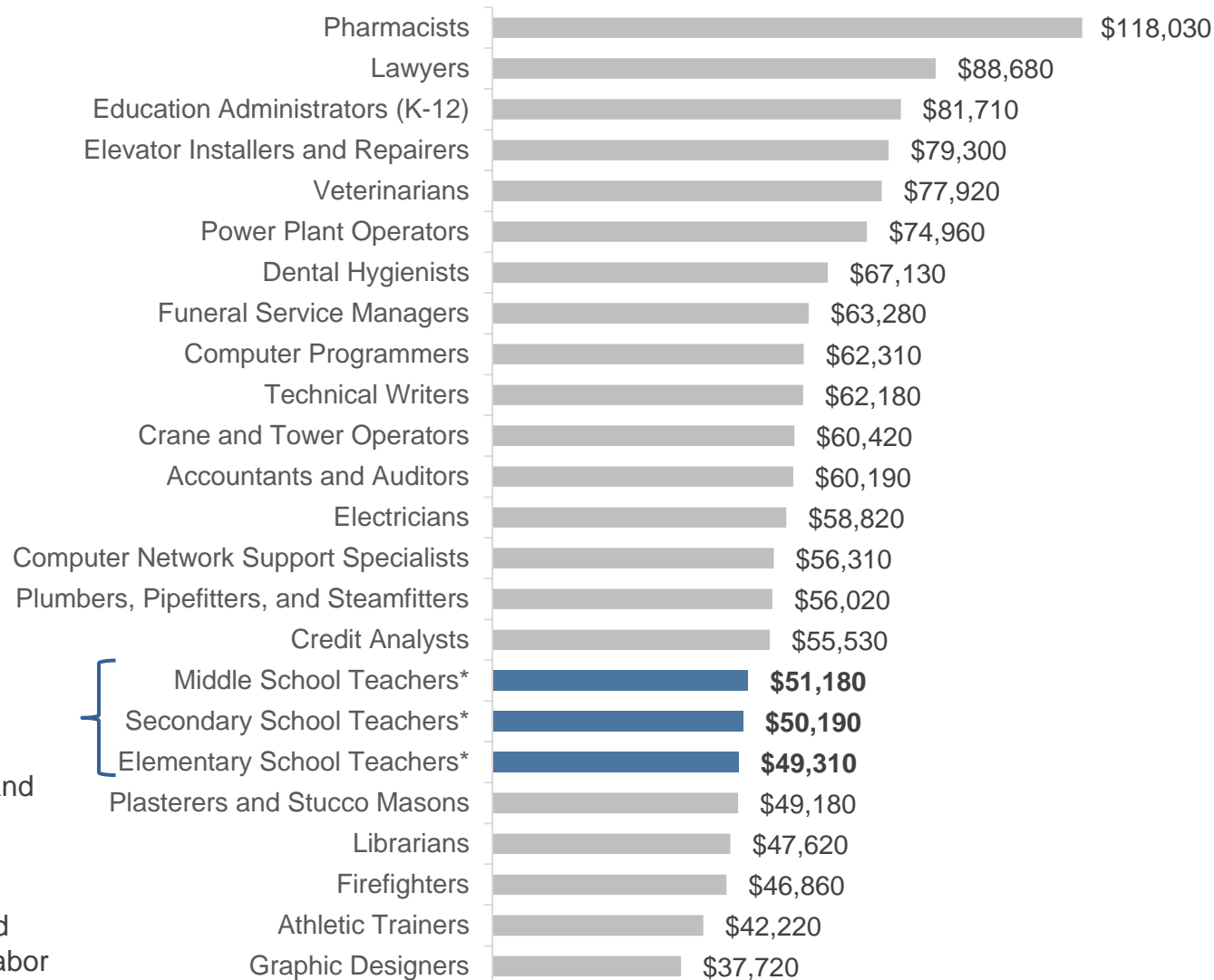
# Indiana Median Classroom Teacher Salaries (May 2014)



Note: Medians exclude the salaries of special education and CTE instructors.

Source: May 2014 National Occupational Employment and Wage Estimates. Bureau of Labor Statistics.

# Indiana Median Salaries

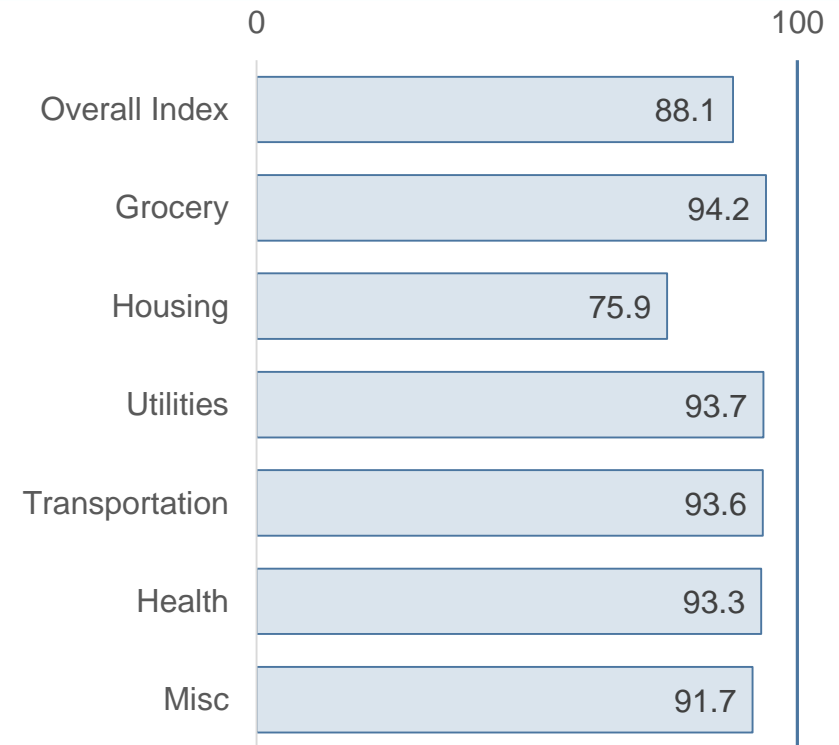


\*Note: Medians exclude the salaries of special education and CTE instructors.

Source: May 2014 National Occupational Employment and Wage Estimates. Bureau of Labor Statistics.

# Indiana Cost of Living (2015, 2<sup>nd</sup> Quarter)

- Indiana's index is a percentage of the national average.
- The national average is 100.
- The Cost of Living Index does not measure inflation.
- Small differences are not significant.



Source: Cost of Living Index. (2015). Council for Community and Economic Research.  
Retrieved from [https://www.missourieconomy.org/indicators/cost\\_of\\_living/](https://www.missourieconomy.org/indicators/cost_of_living/)

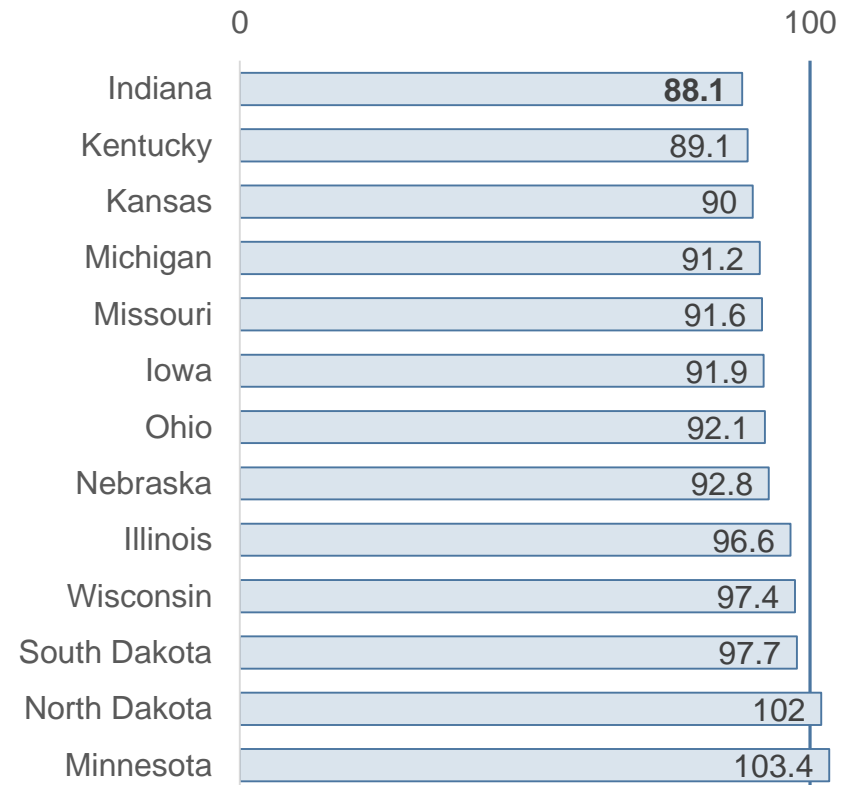
# Cost of Living in the Midwest (2015, 2<sup>nd</sup> Quarter)

To determine how much more or less expensive one state is than another, subtract the comparison state from your base state and divide by the base. Then convert to a percentage.

**(Comparison-Base)/Base**

*For example, if you moved from Indiana to Illinois, you'd need to increase your income by 9.6% to maintain your current lifestyle.*

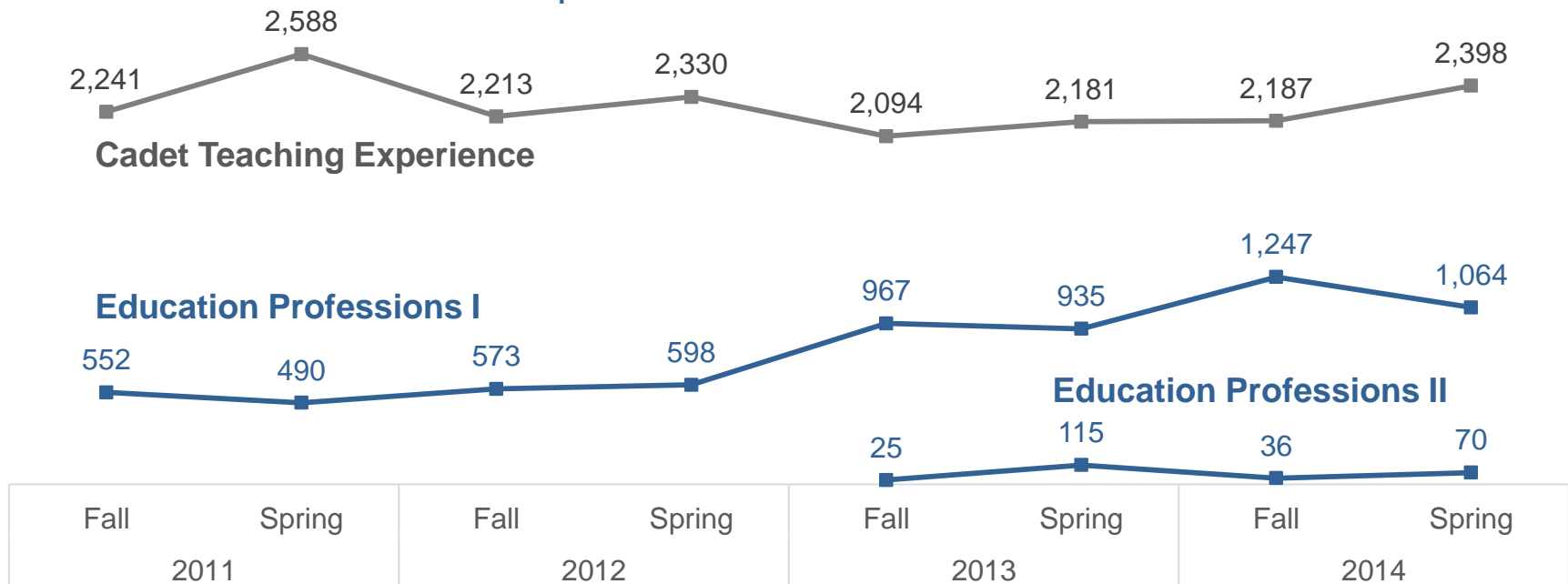
**(Illinois-Indiana)/Indiana**



Source: Cost of Living Index. (2015). Council for Community and Economic Research.

# Indiana High School Pathway Courses Enrollment

High school students in 34% of school corporations have opportunities to explore careers in education.



Source: Indiana Technical Education Reporting System data collection for CTE funding (LEA self reports)

# Enrollment in Indiana Teacher Preparation Programs (2012, 2013)

13,029

2011-2012



8,991

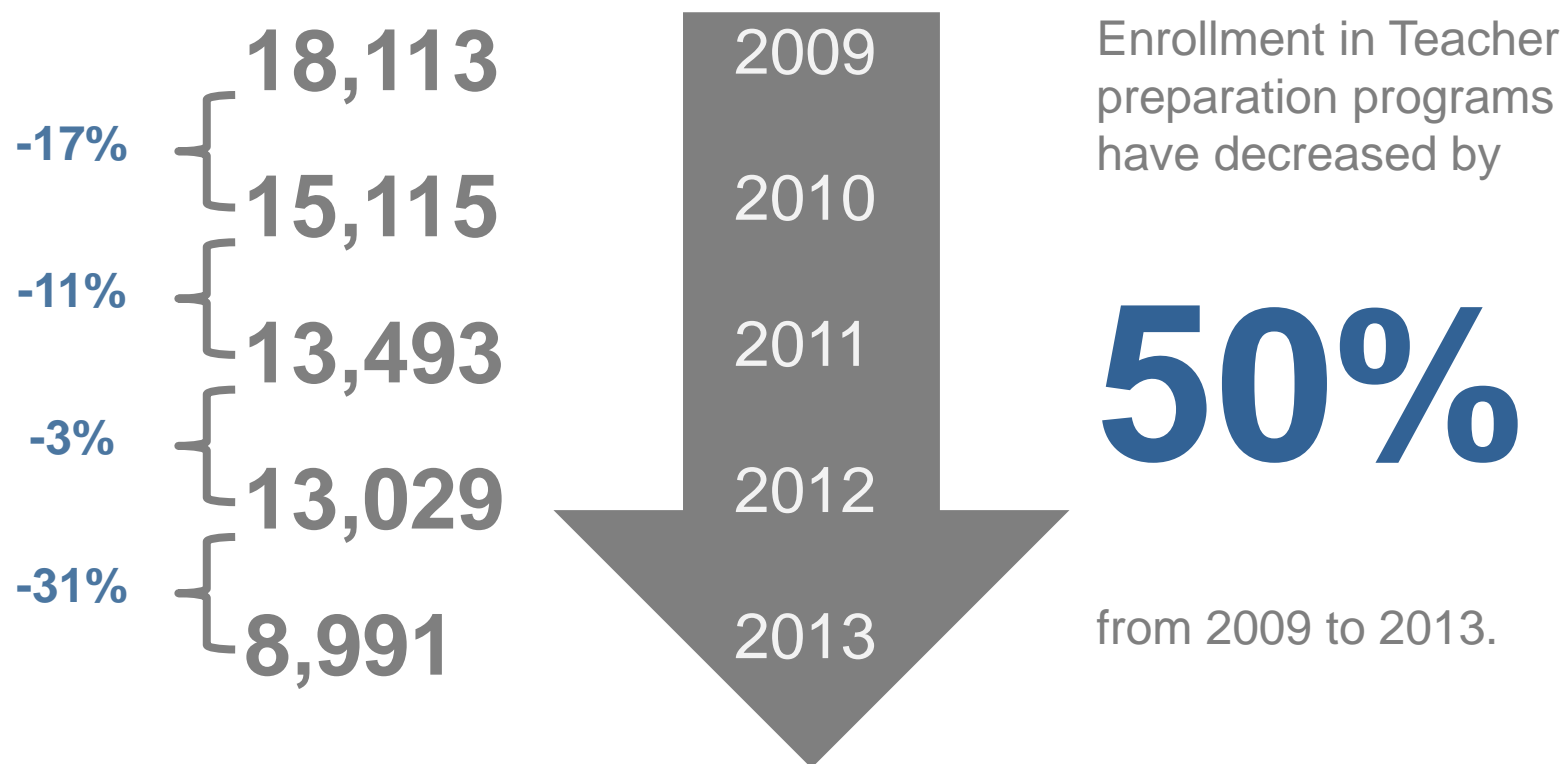
2012-2013

31%

***fewer*** students enrolled in teacher preparation programs in 2012—13 than in 2011—12.

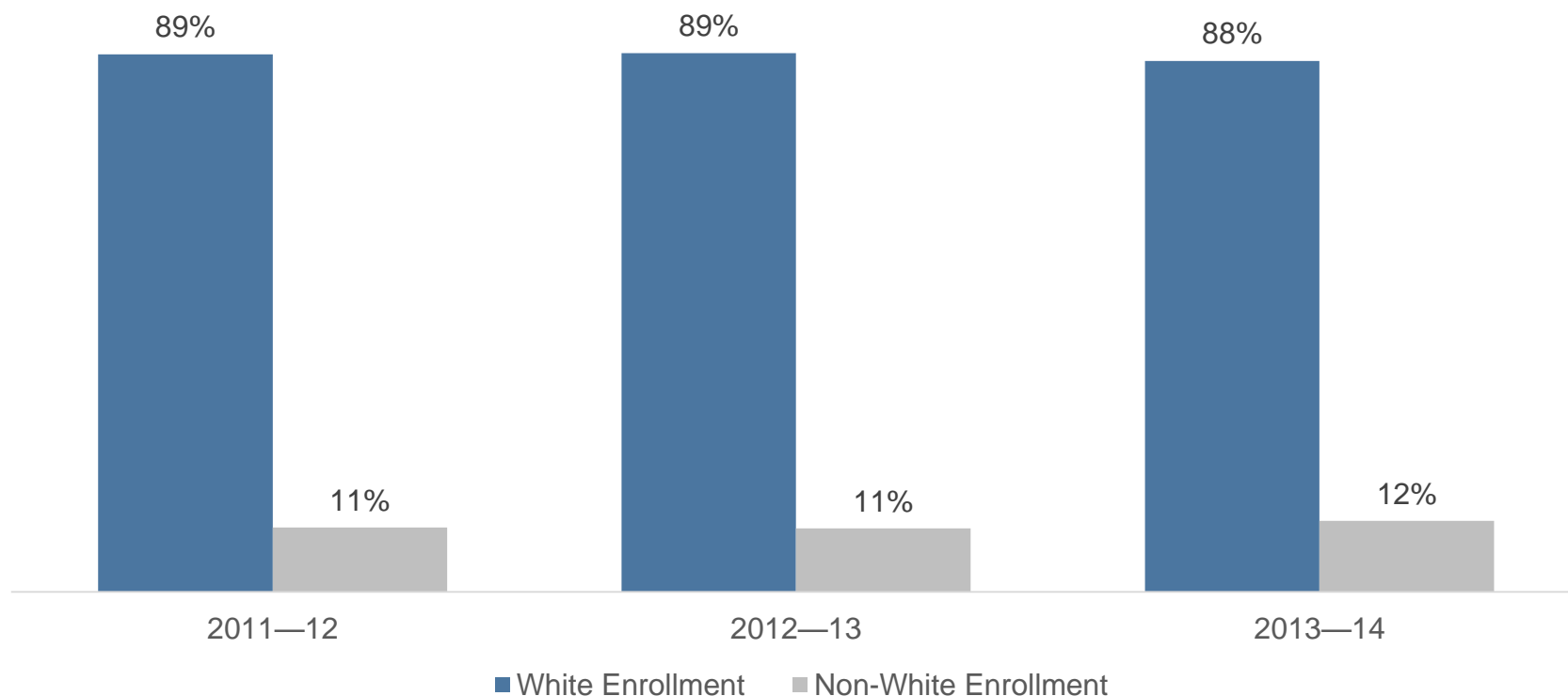
Source: United States Department of Education Indiana 2014 Title II Report

# Enrollment in Indiana Teacher Preparation Programs (2009—13)



Source: United States Department of Education Indiana 2014 Title II Report

# The majority of students enrolling in teacher preparation programs in Indiana are white.



Source: United States Department of Education Indiana 2014 Title II Report



# Indiana Educator Preparation Programs' Efforts to Recruit Nonwhite Teacher Candidates

## **These are five common techniques teachers preparation programs in Indiana reported using:**

- Scholarship opportunities for underrepresented teachers
- Partnerships with local school districts and human resource offices (e.g., sponsoring future teacher groups, school visits, mentoring, “shadowing a teacher”)
- Targeted mailings sent to potential candidates and underrepresented candidates
- Participation in community activities and local and state events (e.g., Black Expo, career fairs, high school college and career events)
- Media and print advertising efforts

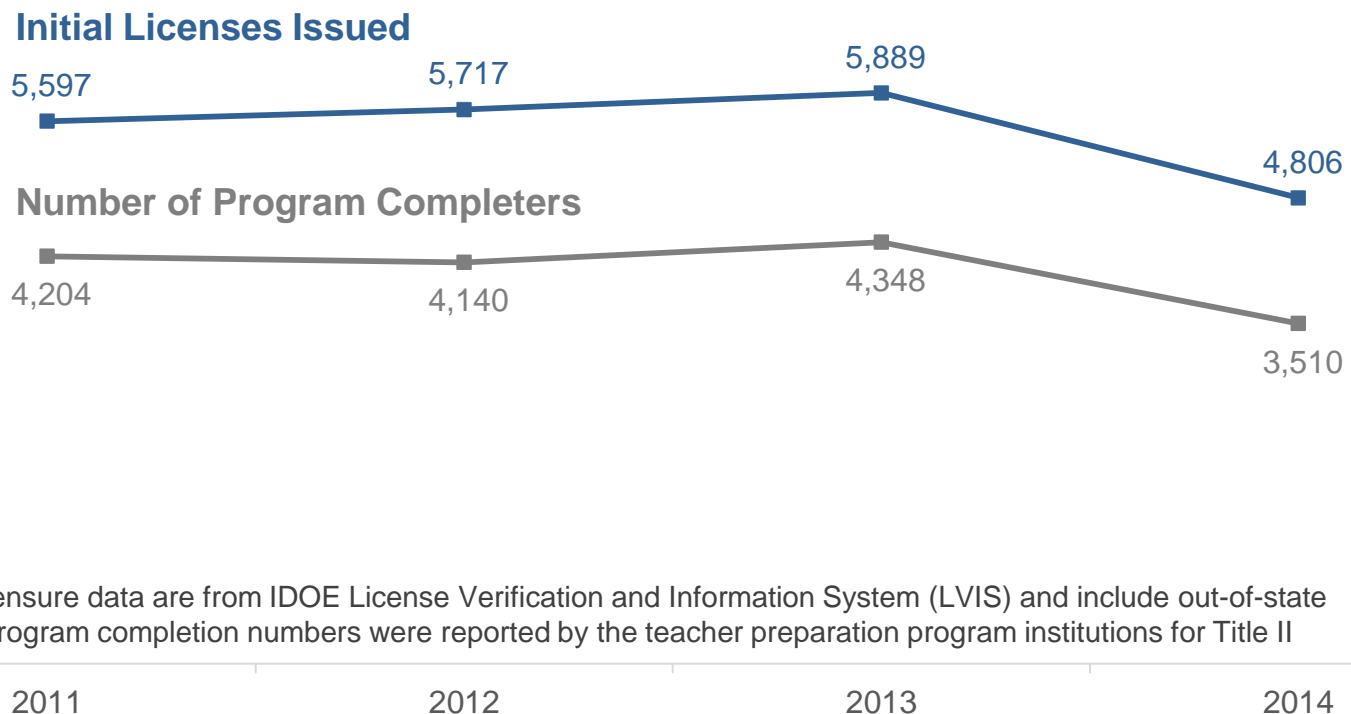
Source: Responses by teacher preparation program personnel to IDOE survey (summer 2015)

# Indiana Teacher Preparation Program Completion

Program Type	2009-10	2010-11	2011-12	2012-13	2013-14
Traditional	3,350	3,311	3,395	3,662	2,837
Alternative, IHE-based	955	893	745	686	673
Total	4,305	4,204	4,140	4,348	3,510

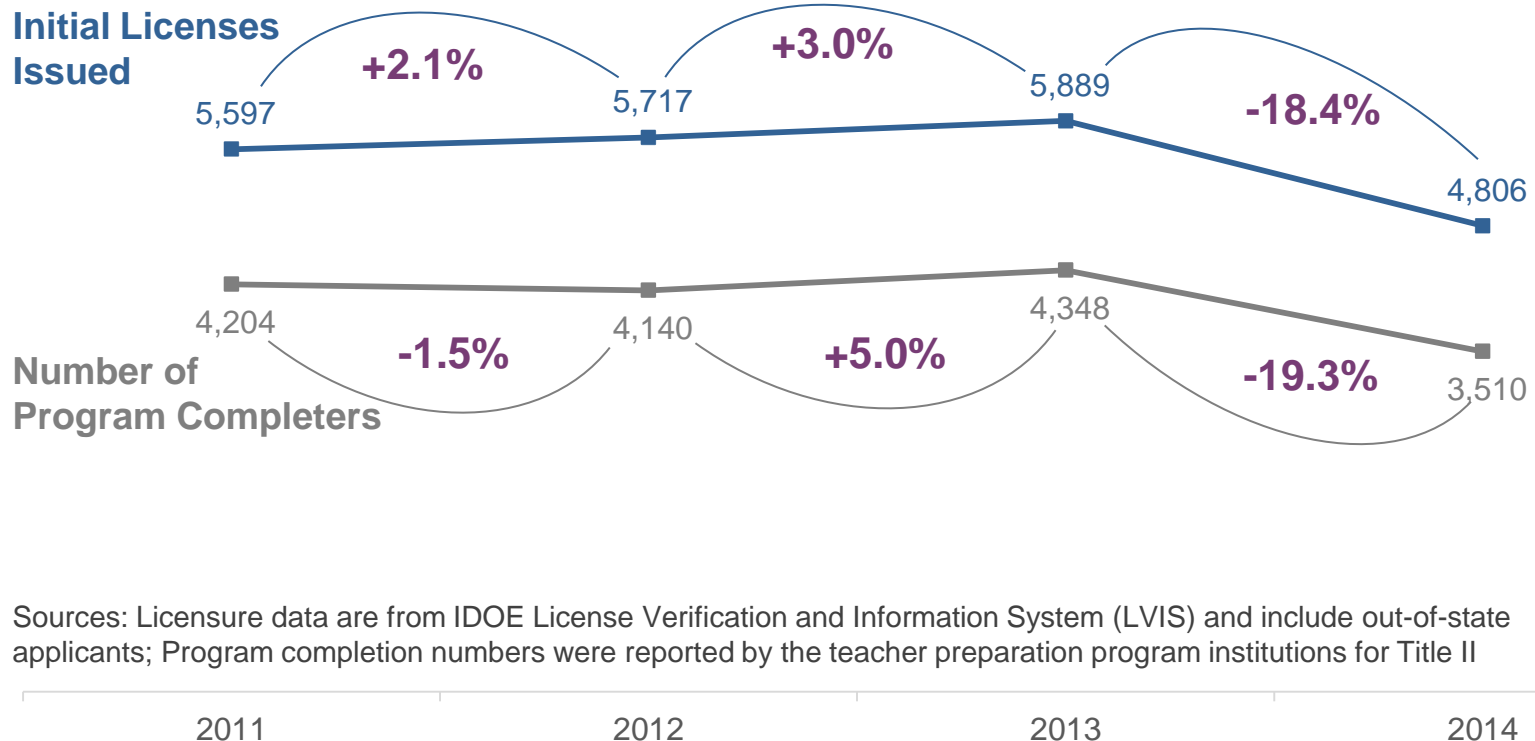
Source: United States Department of Education Indiana 2014 Title II Report

# Indiana Initial Teacher Licenses and Teacher Preparation Program Completion



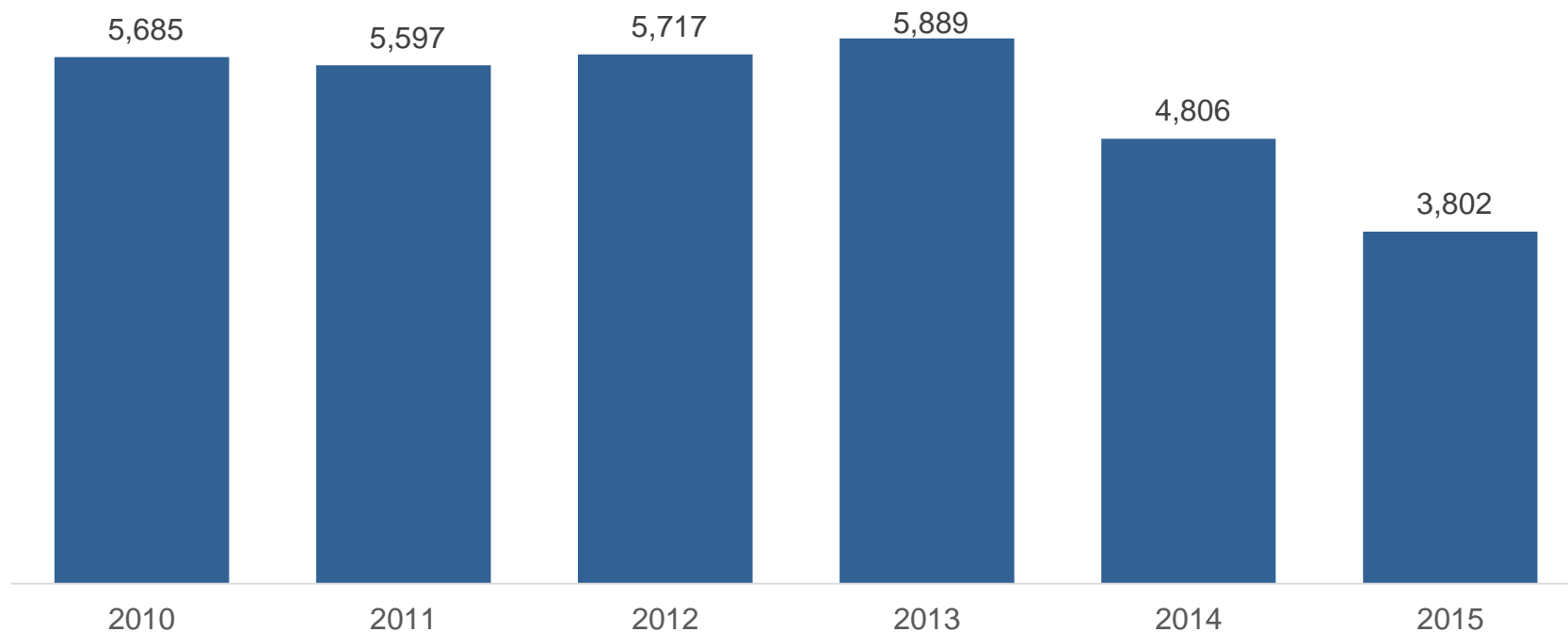
Sources: Licensure data are from IDOE License Verification and Information System (LVIS) and include out-of-state applicants; Program completion numbers were reported by the teacher preparation program institutions for Title II

# Percent Change in Indiana Initial Licenses and Program Completion



Sources: Licensure data are from IDOE License Verification and Information System (LVIS) and include out-of-state applicants; Program completion numbers were reported by the teacher preparation program institutions for Title II

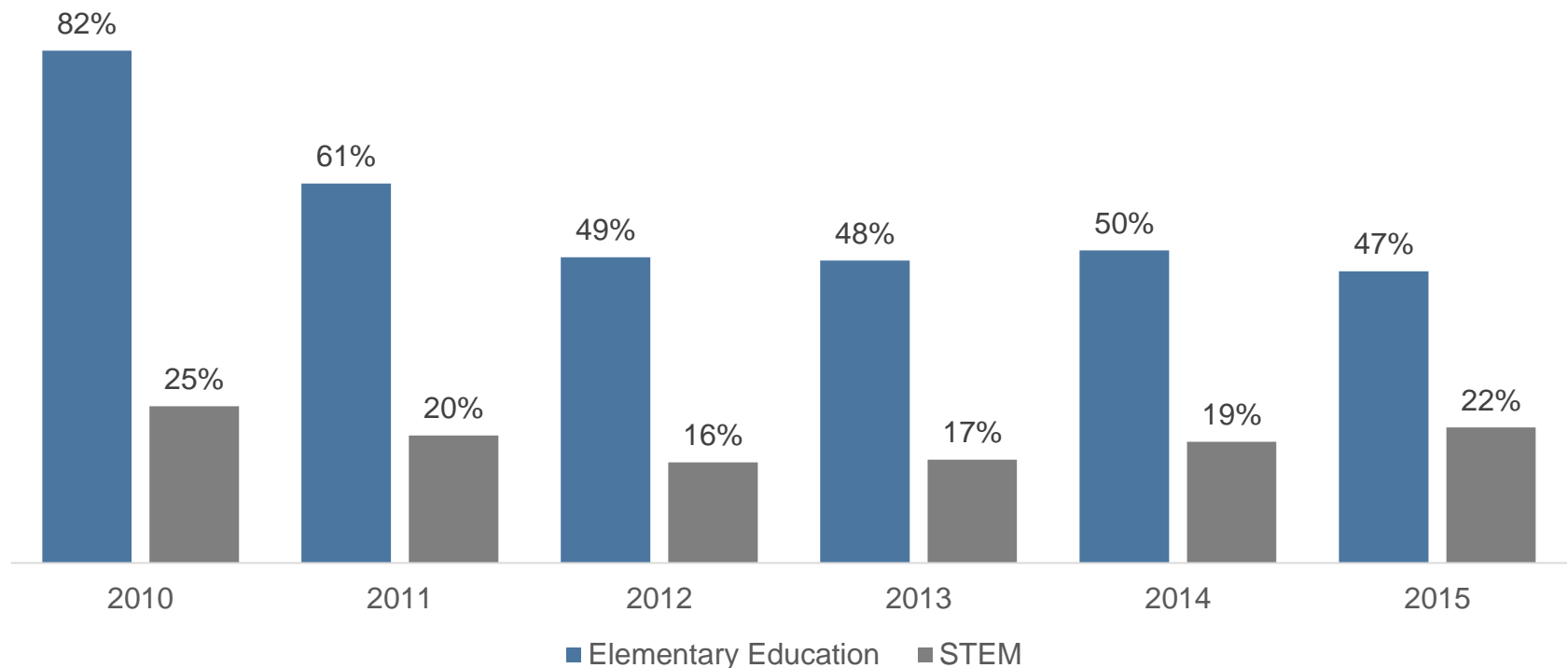
# Total Initial Indiana Licenses Issued from 2009—10 through 2014—15



Note: These data include administrative, instructional, and support services licenses.

Source: Licensure data are from IDOE License Verification and Information System (LVIS) and include out-of-state applicants

# Percentage of Total Indiana Licenses Issued for Elementary Education and STEM



Source: Licensure data are from IDOE License Verification and Information System (LVIS)

# Indiana Areas of Teacher Shortage in 2015

- **Exceptional Needs**
  - Blind and Low Vision
  - Deaf and Hard of Hearing
  - Mild Intervention
  - Intense Intervention
- **Communication Disorders**
- **Business Education**
- **Career and Technical Education**
  - Agriculture
  - Business Services and Technology
  - Marketing
- **Early Childhood**
- **Mathematics**
- **Science (All Areas)**
- **Technology Education**
- **English as a New Language**
- **World Language**

Source: *Teacher Shortage Areas Nationwide Listing 1990-1991 through 2015-2016*. U.S. Department of Education, Office of Postsecondary Education. Retrieved from <http://www2.ed.gov/about/offices/list/oep/pol/tsa.pdf>

# Indiana Areas of Teacher Shortage in 2016

- **Exceptional Needs**
  - Blind and Low Vision
  - Deaf and Hard of Hearing
  - Mild Intervention
  - Intense Intervention
- **Communication Disorders**
- **Business Education**
- **Career and Technical Education**
  - Agriculture
  - Business Services and Technology
  - Marketing
  - Occupational Family and Consumer Science
- **Early Childhood**
- **Mathematics**
- **Science (All Areas)**
- **Technology Education**
- **English as a New Language**
- **World Language**

Source: *Teacher Shortage Areas Nationwide Listing 1990-1991 through 2015-2016*. U.S. Department of Education, Office of Postsecondary Education. Retrieved from <http://www2.ed.gov/about/offices/list/oep/pol/tsa.pdf>



# What do these data show?

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- The median salary for teachers in Indiana is lower than the national median salary.
- Enrollment in and completion of teacher preparation programs have decreased.
- The number of initial licenses issued each year have decreased.

# Identifying and Addressing Recruitment Challenges

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# Developing a Challenge

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- What stands out to you from the data we just reviewed?
- What are some challenges these data reveal about recruitment in Indiana?

# Roots Causes of the Challenge

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- Today we will engage in a root cause analysis of the recruitment challenges for Indiana.
- We encourage everyone to participate in the conversation and share ideas, insights, and perspectives.

# Root Cause Analysis: Model Demonstration

- **Challenge:** High turnover

Schools with a majority students from low-income households have higher turnover rates of school principals than schools with students from high-income households.

- **Possible Root Causes Identified:**

1. Working conditions
2. “Stepping stone” career path

# Root Cause Discussion: Small Groups

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1. We will split into two groups and engage in concurrent sessions on the same topic.
2. Facilitators will chart group responses in real time.
3. At the end of the session, the group will prioritize three to five root causes as the most impactful on the challenge.
4. The whole group will review and compare both groups' sets of responses in order to select the final list overall.

# Root Cause Discussion: Whole Group

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- What themes emerged from your group's discussion?
- Are you surprised by any of the similarities or differences between the lists developed by each group?
- Which root causes do you feel have the greatest impact on teacher recruitment in Indiana?

# Next Steps

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# Upcoming Meetings and Topics

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- **October 5:** Recruitment Focus – Strategy Development and Retention/Recruitment Gap Analysis
- **October 15:** Consensus Building and Action Steps
- **November (mid Nov):** Legislative Agenda Development
- **December (early Dec):** Legislative Agenda Development

# Thank you!

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**GREAT LAKES**  
Comprehensive Center  
at American Institutes for Research ■

